

THEY
MADE
IT

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Chicago DEFENDER
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NATIONAL URBAN LEAGUE

PREFACE

This booklet is a record of achievement. It is a chart of expanding progress in occupational fields. These articles should provide direction for the thinking of young men and women planning for careers. They also should serve to renew the hope and courage of men and women seeking work or thinking about changing occupations.

The stories in this booklet were printed first in THE CHICAGO DEFENDER as a series of articles entitled "They Made It." The DEFENDER is to be commended for its spirit of public service in printing this series. The Urban League is happy to have been associated in this effort because of the importance of bringing such stories to the attention of the public.

The Urban League works to promote the economic and social welfare of Negroes and other minority groups. An important part of its over-all plan is devoted to helping young people select vocations, train for, and locate employment. With each passing month more firms take advantage of the benefits of the Urban League's *Pilot Placement Project*. Essentially the Project is designed to integrate professional and technically trained workers into industry. Its ultimate goal is equal opportunity for education and work training, full opportunity for job placement, and elimination of discriminatory practices from industry and labor.

Through the vocational guidance services of the National Urban League and local Urban Leagues, young people are assisted in choosing and preparing for their future careers. As a part of this year-round program a Vocational Opportunity Campaign is held each Spring, and a Back-to-School Campaign each Fall. These campaigns highlight the importance of education, training, and preparation for employment.

The success stories in this booklet bear witness to the youth of the land that ability and achievement are not dependent on race, color or religion. Men and women such as those described herein are demonstrating daily that guidance, preparation, and cooperation are the golden keys to success, and that America is still a land of opportunity.

Single copies ten cents
For quantity rates, write:
National Urban League
1133 Broadway
New York 10, N. Y.

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EDITOR'S NOTE

This is a series of articles on Negroes integrated into industry through the efforts of the National Urban League and its 58 branches. The series deals with the individual efforts of job applicants and educational-advisory work of League officials which has opened doors to jobs never before held by Negroes.

Breaks Job Ban With Urban League Help, Then Makes Jobs For Others

By DOROTHY H. DAVIS (Kansas City Urban League)

A Negro-owned and operated electrical business in Kansas City, Mo., exists today because of a combination of the factors that produce success: a plan, sufficient preparation and good salesmanship.

De Armond Stewart, a native Missourian, studied physics at Lincoln University at Jefferson City. His interests turned to radio and electricity, and he was able to gain practical skills by working at a broadcasting station and later by operating an appliance and radio repair business.

Between teaching terms in public schools, he continued his studies at the University of Nebraska, the Lincoln (Neb.) Engineering School, the National Radio Institute in Washington, D. C., and the University of Wisconsin. Added to his academic training was the experience he gained with the Army Engineer Corps in supervising the electrical maintenance work of his outfit.

When Stewart came to Kansas City after the war, he was hired as an instructor by a trade school for veterans. But Stewart wanted to go into the electrical business.

There was a belief in Kansas City that a Negro could not get an electrician's license—because many years ago, Negroes were even refused applications, and in recent years, those who had taken the examinations failed without knowing what score they made. Overcomes Obstacle.

It was customary in Kansas City—and in many other cities—that the city inspectors, all of whom are union electricians, did not want a Negro to have a license. This obstacle had to be overcome.

A group of nine men, including Stewart, who were interested in becoming electricians, banded themselves together to see what they could do about it. Some of them had heard that the Urban League of Kansas City had given helpful advice to Negro motion picture operators in Kansas City, who later attained union status and thus are allowed to work.

So the League's director of industrial relations, Lounner Pem-



HIGH POWER of electrical appliances and current producers is no problem to De Armond Stewart, who employs several electricians in his business. Stewart obtained master electrician's license with aid of Kansas City Urban League.

berton, was called in to meet with the group. He told them that they should study and know their work so well that they could pass the stiff examinations which are given on the electrical code.

Meanwhile, Pemberton contacted the city licensing officials and stimulated their interest.

The next time the tests were given, De Armond Stewart took them and passed. (Since then, another member of the group has passed also.) As a result, he is licensed as a contractor and can undertake any kind of electrical job.

Stewart now has opened opportunities for others. He hires regularly four skilled workmen. During the next summer, he provided

experience for a student taking part in the internship program of Tuskegee Institute.

Oddly enough, some of Stewart's customers are recommended to him by the city inspectors. His work has been given high praise by the local power and light company. A company official told an Urban League staff member, without knowing his interest in the matter, "Stewart is one of the best electricians in Kansas City."

Now, two years after Stewart and his friend began their studies of the code, a Negro youth in Kansas City who desires to specialize in the electrical field, sees the possibilities of an outlet for his talents.

Here Is Good Example Of What One Must Possess To Land Topflight Job

By FRANCIS A. KORNEGAY (Detroit Urban League)



Mrs. Rosa Green, tissue technician, chief of histology laboratory of the Detroit Institute of Cancer Research, assists Dr. William Simpson, scientific director, on a cancer research project.

Knowing what you want to do, being observant to existing opportunities, having the keenness of thought to seek out those who may be of help and possessing the fortitude to gain the necessary knowledge to prepare for a job are characteristics of successful job applicants.

Such were the characteristics of Mrs. Rosa Green of Detroit, in her search for a job which would utilize her skills as a medical technologist, which she had acquired as a student at the San Francisco

Professional School of Laboratory Science.

Following a thorough check of opportunities in Detroit as a laboratory technician and meeting

with no success, Mrs. Green on August 5, 1946, decided to go to the Detroit Urban League and see if there were possibilities that she could get help in her quest for a job.

At the League she discussed her problem with Francis A. Kornegay, head of the Vocational Services Department.

Before the conclusion of the conference Kornegay recalled that a new building was being built at 4811 John R. for the American Cancer Society and Detroit Institute of Cancer Research. He told Mrs. Green that he would like to investigate the possibilities of future employment there and asked that she contact him later.

The following week the metropolitan press carried a long article about the new American Cancer Building and an appeal for funds.

It also carried a list of the executive committee. The League's Vocational Services Secretary checked those whom he knew and planned conferences with them with the end in mind of securing job placements through this media.

Talks With Director

It was not until 1947, following a series of conferences with members of the executive committee, that Kornegay was able to gain a conference with Dr. William Murray, executive director of the Detroit Institute of Cancer Research. He talked over the entire matter of selection of personnel when the building was completed. Mention was made of the training possessed by Mrs. Rosa Green. Dr. Murray stated that he was doubtful that she possessed adequate training for the job demands at the institute but that he would like her to talk with Dr. William L. Simpson who had just come to Detroit as the Scientist Director of the Institute.

That was the beginning.

Kornegay called Mrs. Green and arranged a conference for her with Dr. Simpson. After the conference

(Continued on page 20, col. 3)

George Moore, Cleveland's Barrier Breaker, Still Blazing Hot Trail

By CLIFFORD E. MINTON (Cleveland Urban League)



GEORGE MOORE

NOT long ago, George A. Moore went back to his old high school in Cleveland. In the school auditorium, he talked about race relations problems. And as he listened to the laudatory introductions and the warm applause, Moore couldn't help smiling—at the way things had changed.

For not far from where he stood on the platform hung the graduation picture of his high school class—with Moore's autograph carefully omitted because he was a Negro.

Things are different now in many

aspects of Cleveland's Negro life. George Moore is one of those who has, with the counsel and backing of the Urban League, pushed back the Negro job frontier.

Moore's "firsts" started before he ever had a full-time job. He was

the first Cleveland Negro to graduate from a Catholic preparatory school—St. Ignatius. And at Ohio State University, where he roomed with Jesse Owens, Moore organized the first Negro theatre group OSU had known.

First Full-Fledged Reporter

Back in Cleveland, Moore became the first Negro to hold a full-fledged reporter's job on a big Cleveland daily—and one of the first anywhere in the United States.

When the Urban League asked Cleveland Press Editor Louis B. Seltzer about employing a Negro, Seltzer replied, characteristically, "Show me a qualified man and I'll hire him."

The "qualified man" was Moore. For 5½ years he was on The Press—starting as copy boy, then helping cover the police beat, and finally moving into the office for general assignment stories—including a series exposing the "dumping" of low quality, high-priced foods on stores in Cleveland's Negro section. The series ran on page one.

The Press position was a job with a spotlight on it. On the city's biggest paper, where competition for prized jobs was keen, Moore delivered—not just on Negro news, but on all kinds of stories.

When Editor Seltzer hired Moore, he said, "What you do here may open or close the door to Negroes in journalism." Since that time, Editor and Publisher has carried Moore's story; the New York Times and New York Herald Tribune have hired full-time Negro reporters. And on The Press itself, young Hampton McKinney has started trying to work his way upward from the copy boy staff.

Moves To Radio

In 1947, when Scripps-Howard Radio opened Cleveland's first television station, Moore traded his city room desk for a desk in the newsroom of Television Station WEWS.

(Continued on page 20, col. 1)

Milwaukee Lassie Debunks The 'Bunk' Race Girls Fit For Only Menial Store Jobs

By MEL J. HUMPHREY (Milwaukee Urban League)

Darlene Elaine Dumas, the charming young lady pictured herein, has disproved an old theorem of race baiting demagogues.

Some years ago, it was believed throughout the land that Negro girls could not successfully hold positions in department stores above the level of maid or elevator girl. Many erroneous reasons were advanced to support this bias.

Some unintelligent people stated that Negro sales and clerical personnel would not be accepted by the American buying public, and that other employees would become hostile and reject any Negro working in this type of white collar job. That old theorem was disproved more than two years ago in the state of New York.

In the midwest, some felt that the progressive democracy of the East could not be extended westward. Miss Dumas has demonstrated that this statement is "bunk." **Dream Comes True.**

To a girl born in the small town of Fordyce, Ark., the dream of being able to compete with others for an equal job opportunity has become a reality. As a child, Miss Dumas attended the segregated public school system in Fordyce. The physical limitations of her educational facilities did not dampen her spirit, but merely increased the vigor of her determination.

When she finished high school in 1944, she enrolled at Prairie View State College in Prairie View, Texas, in the physical education department. After completing one year of college work, she moved to Milwaukee, Wisconsin.

Knowing that she could not, because of her background of education, compete with others for a decent job, she enrolled in the Milwaukee Vocational School's Business Education Department.

For one year she toiled in book-keeping, typing and shorthand. Upon completing her course in 1946, she found her way to the Allis-Chalmers Manufacturing Company and was one of two Ne-

gro girls working in the production scheduling department. When this job shut down, Miss Dumas began seeking another job, but her efforts were futile.

A friend told her about the Industrial Relations Department of the Milwaukee Urban League, and how they were interested in aiding qualified young men and women to secure decent jobs in keeping with their abilities and qualifications.

After talking to the Industrial Relations Secretary, she was placed in the Pilot Placement Project (The pilot placement project is designed to aid the technically and professionally trained Negro secure adequate employment.).

After exploring the field of possible employment opportunities, the Industrial Relations Secretary referred Miss Dumas, along with two other girls, to the Boston Store of Milwaukee. The Boston Store is one of the top department stores in the downtown area. At the store, Miss Evans, the personnel manager, interviewed Miss Dumas and gave her several proficiency examinations. On all of these examinations, Miss Dumas ranked high.

Finally, on Nov. 9, 1948, Miss Dumas was called to the Boston Store and hired as a cashier. She went through a two-week training program, administered by Miss Cooklock, training director of the store. At the end of her training period, she started to work as a regular

cashier in the shoe department on the second floor.

Miss Cooklock is very impressed by Miss Dumas' record and has stated that the organization wished that more of its employees were like her. The Industrial Relations Department of the Milwaukee Urban League desires to place more applicants like Miss Dumas.



DARLENE DUMAS

Urban League Helps Elmer Green Make A Go Of It In Grand Rapids

By PAUL PHILLIPS (Grand Rapids Urban League)

ELMER Green's success story is not only that of the young man who "made good," but of a determination to do so.

Green, 33 years of age, is a native of Grand Rapids, Mich., and in finding employment in his given field, he has broken the precedent of previous years where young people with specialized training were forced for lack of opportunity, to seek jobs in far distant cities.

Elmer spent two years of study at Ferris Institute in an effort to realize a life-long ambition. This course of study was interrupted by the war when in December 1942, Green was inducted into the Army.

He was married in 1940 to Betty Mason and had one child at the time of his induction. He gives full credit to his wife for working to support the family while he was in service.

After serving two years overseas with various medical detachments, he was discharged in 1945. Despite the additional burdens of family responsibility — he had three children now—Green and his wife, Betty, were willing to make the sacrifices necessary to permit him to pursue his studies at Ferris Institute under the G. I. Bill. In 1947, he received his diploma as a registered pharmacist.

The determined young man immediately began casting about to find employment in his field in Grand Rapids and nearby cities. These efforts were not successful and Green, feeling that he had a marketable skill, came to the Grand Rapids Urban League where emphasis is placed on "preparedness."

Several contacts were made by the executive and finally one public-spirited citizen, Carl B. Loveland owner of a local chain of

drug stores, consented to employ Green in one of his stores.

The store chosen is situated in an all-white neighborhood, where in addition to being the first of his race to find employment in the field of pharmacy, there was the possibility of antagonism on the part of customers because of his color.

A determination to overcome any and all difficulties is part and parcel of the character of Elmer Green, so after a few months of employment, the store manager said, "Elmer is working out swell. He is highly competent and the public likes him—and in all, he's one of the best pharmacists we have had."

Elmer Green has been employed at the Loveland Drug Store for about two years, and in April 1949, he became manager of the store.

Green is highly respected in the community and is a living example of the campaign slogan of the Vocational Opportunity Campaign of the National Urban League—"The Future is Yours—Plan and Prepare."



ELMER GREEN

Albany Urban League Gets First Negro Teacher In School System

By EDWARD KENNEL (Albany, N. Y., Urban League)



Widely active in community organizations, Mrs. Marion Hughes is the first Negro to teach in the Albany, N. Y., school system. She is a member of many honorary and active organizations.

ONLY Negro teacher in the Albany school system is Mrs. Marion Hughes, wife of an accountant and mother of an 8-year-old daughter. She made it through the Albany Urban League.

Mrs. Hughes was given a trial in the local high school,

and her work was so good that she was given a permanent appointment in one of the local elementary schools.

Her job was acquired by civic leaders and officials of the Albany Urban League who talked with the Superintendent of Schools for the appointment of a Negro teacher.

Aiding Mrs. Hughes in securing her position were William W. Gibson, president of the board of directors of the Albany Urban League and chairman of the Albany Council, New York State Commission Against Discrimination; Dr. Margaret Hayes, professor of Education at New York State Teachers College and a member of the Albany Urban League board, and Edward F. Kennell, executive director of the local Urban League.

Mrs. Hughes graduated from Morgan State college and New York State College for teachers with a B.A. degree in 1946. She is now completing her work for a master's degree in Education at New York State Teachers College.

She was co-organizer of the Inter-group Council at Teachers College. She is a member of Pi Lambda Mu honor society and Basileus of Delta Mu Omega—Alpha Kappa Alpha sorority, first and only Negro sorority chapter organized in Albany, N. Y.

Her civic activities include membership in the Albany League of Women Voters and the local chapter of the American Association of University Women. She is the first Negro to be connected with the local chapter of the AAUW.

Former investigator for the Albany County Welfare Department, Mrs. Hughes was cited by the Urban League in 1948 for outstanding work in race relations.

She was given the Race Relations award and the National Urban League award.

In Chicago, League Serves As Link Between Qualified Girl And A Job

By VERA S. THOMPSON (Chicago Urban League)



GWEN CALHOUN

Among successful Negro career women in Chicago, Gwen Calhoun of Science Research Associates, rates a prominent place. A magna cum laude graduate of Allen University, Columbia, S. C., Mrs. Calhoun joined the editorial staff of the loop educational publishing house in June, 1949.

She is editor of the "Guidance Index," a monthly periodical which analyzes and reviews current guidance and educational publications and which serves teachers, librarians, and counselors throughout the country.

In addition to writing and editing, which constitute the major portions of her job, Mrs. Calhoun peruses about 100 educational magazines a month hunting for new ideas and materials which will interest her readers. She

works closely with the company librarian, and often assists her in research projects for other staff members.

Before coming to Science Research Associates, Mrs. Calhoun taught French and English in South Carolina schools, worked as a research analyst for the Office of Strategic Services, and served in the library of the Department of State in Washington, D. C. and in the University of Chicago Library here.

She is married to James Calhoun, a graduate of the Howard School of Law, and now a practicing lawyer of Chicago.

The young editor is the first Negro to be employed by Science Research Associates. An accepted part of operations in the publishing concern, she has gained the confidence, respect, and friendship of her fellow employees.

A personnel spokesman from the firm states: "Gwen Calhoun is one of the best workers we have. Her job performance and personal attributes leave nothing to be desired."

Mrs. Calhoun was placed with Science Research Associates by Albert Neely of the Urban League's Industrial Relations Department. She was recommended for the position by Samuel Rice, Community Organization secretary of the League.

According to Neely, Gwen Calhoun is typical of the well qualified young people for whom the League seeks employment. When the opportunity presented itself, she was able to compete successfully with other applicants.

Proving that good human relations will work when given the opportunity, the Chicago Urban League continues to devote time and energy to the integration of Negroes in "white-collar" positions in department stores, banks, and other loop organizations.

Wanted: Specialist In Electronics! Urban League Finds Man For Job

By BENJAMIN A. COLLIER (Essex County N. J. Urban League)

When the Automatic Manufacturing Company — a radio equipment manufacturing concern of Newark, N. J., began to look for an electrical engineer who had majored in electronics, every one thought they would have no trouble finding one.

They sent out their appeal and waited. They got replies from engineers who had studied courses in power, engineers who had majored in wiring, engineers who had a general knowledge of the whole field of electrical engineering.

However, they received no replies from an electrical engineer with a major in electronics.

That's when Automatics' Chief of Personnel, Albert Lindsey, a Howard University man in electrical engineering got in touch with the Essex County, N. J. Urban League.

Here was an excellent opportunity for a Negro, and if it could be filled it would be the first Negro hired by this company since Lindsey joined them eight years ago.

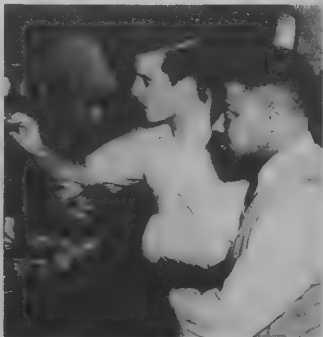
The local Urban League scoured the streets and beat the bushes but could produce no electrical engineer in that area.

Pilot Placement Project

They immediately contacted the National office of the Urban League for a participant in the Pilot Placement Project which is designed to help qualified Negroes get better jobs in more specialized fields.

The Pilot Placement Project ferreted out two applicants: Raymond F. Hall, a graduate of Purdue University and the Gotham Radio and Television Institute in New York, and, Lester B. Barry, a graduate of the University of Illinois and the RCA Institute in New York.

The Automatic Manufacturing Company examined Hall's references and qualifications and liked them. They wanted to hire him.



Lester Barry (right) of Staten Island, N. Y., and Sidney Fusch of Newark, N. J., at work as electrical engineers at plant of Automatic Manufacturing Company at Newark. Company makes transformers and radio equipment.

But Hall had been referred already to R.C.A. as an engineer and had a choice of either position. He chose R.C.A. because it was the larger company.

The Automatic Manufacturing Company, therefore, interviewed Barry, liked him, and hired him immediately.

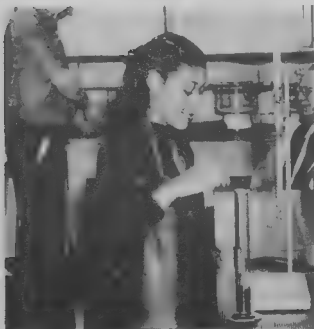
His work with the company has been so far above par that he has

been given pay raises ahead of schedule.

Youthful Barry, who is still in his early twenties, advises youth uncertain about returning to school that they should get as much education as possible. Says Barry, "Back to school means preparation for the future. Regardless of the grade, the training received in school is an important factor that must not be overlooked."

Denver League Places Two Persons In Top-Flight Jobs

By SEBASTIAN C. OWENS (Denver Urban League)



VERNETTA SELMAN

Two residents of the "mile high city," Denver, Col., have climbed upstairs on the employment ladder through the aid of the Denver Urban League.

Mrs. Vernetta Selman is a laboratory technician with the City of Denver's Sanitation department, and John Harris holds a position with Denver's City Planning Division.

Mrs. Selman, who was born in Waterloo, Iowa, attended the University of Minnesota and Iowa State Teachers College and majored in dietetics.

She came to Denver with her husband and became assistant di-

etitian at the Central YMCA. However, Mrs. Selman was dissatisfied with this job because it did not allow her to use her full abilities and her training. She came to the Urban League seeking a better job.

The Industrial Department of the Denver Urban League (and Denver is not an industrial city) classified Mrs. Selman as a laboratory technician and succeeded in placing her as such with the city's Sanitation Department.

Now, Mrs. Selman, who has an excellent background in chemistry and microbiology, helps a chemist run tests on water samples for the city. She has done exceedingly well since she was

referred to the job in January, 1944.

Harris, a veteran and native of Denver, attended Colorado A and M School of Engineering majoring in mechanical engineering. Later, he graduated from the Air-Vu School of Drawing where he majored in three-dimensional drafting. He was the first Negro instructor at Air-Vu following his graduation.

The Denver Urban League was successful in placing Harris with the City's Planning Division where he helps design city improvements and helps make basic plans for city expansion.

Twenty-four-year-old Harris, who is single and lives with his mother, lists photography as his hobby.

These are just two of a number of persons whom the Urban League throughout the United States are integrating into "white collar" jobs. W. Miller Barbour, executive secretary of the Denver Urban League states that both Mrs. Selman and Harris have the type of training and background necessary to make better placement possible for them.



JOHN HARRIS

Prepared When His Chance Came, Now Former GI On Way To Success

By MEL J. HUMPHREY (Milwaukee Urban League)

Would you like to trade places with Clarence Green, an electrician's apprentice, of Milwaukee, Wisconsin? In case you are interested, he is the first member of his race to be employed in this capacity by the Wisconsin Electric Company.

Establishing a precedent is a trademark of the Green family. His father, 33 years ago, was one of the first Negro railroad electricians for the Chesapeake and Ohio Railroad Company. His brother, against overwhelming odds, became a registered pharmacist. Clarence, following in the tradition of his family, has been steadily climbing to the top of the ladder.

The war came along and interrupted his education. He spent four years in the Army and rose to the rank of sergeant. While in the Army, he familiarized himself with communication systems and as a result of his interest in communications, he became a communications switch-board operator and repairman.

Studied Under GI Bill

After V-J Day in early 1947, he found himself in the city of Milwaukee with no particular goal in sight. He went to work for the Chas. Beit company and when he was caught in a general lay-off he found employment with the Milwaukee Bedding company.

When this job closed down, Green decided to take advantage of the educational opportunities of the G. I. Bill of Rights. He immediately enrolled in a practical electricity curriculum at the Milwaukee School of Engineering.

For a year and a half he pursued this course during the day and worked at A. O. Smith at night. He was so diligent in his school work and anxious to absorb as much as possible that he developed eye strain. As a result of this injury he was advised by his doctor to discontinue his education in this field.

Although disappointed by this incident but far from being discouraged, he immediately set out



CLARENCE J. GREENE

to find a job.

With little or no success in his efforts to obtain suitable employment, he found his way to Industrial Relations department of the Milwaukee Urban League. Green, on the basis of his previous experience and education, was placed in the Pilot Placement Project (the Pilot Placement Project is designed to aid the professionally and technically trained Negroes secure adequate employment).

Passes Tests

The industrial relations secretary, with contacts throughout the industrial area of Greater Milwaukee, arranged an interview. There he competed with other men for the same job without expecting special favors. He went through the regular procedures of filling out application blanks and taking

trade tests to test his ability and skill.

He scored 117 on the general I.Q. test. On the test designed to test his mechanical comprehension, he scored 97 which meant that he understood mechanics and physics. On the electric test he scored 99, which meant that he understood the fundamentals of electricity.

After an interval of time, he was called in and hired as an electrician's helper. Green has done praiseworthy work throughout the city of Milwaukee. After being with the company for over six months, Arnold Neilson, training director of the company, had this to say about Green, "Unusually well poised man—makes good impressions—bright, intelligent and well groomed—there is always a job available for the individual of this quality."

Young Chemist Gets A Chance To Use Skill Through Urban League

By WHITNEY M. YOUNG, JR. (St. Paul Urban League)



MARTIN G. BROOKINS

MARTIN G. Brookins, a young Negro man born in Kansas City, Mo., is today a research chemist for a large cosmetic industry in St. Paul, Minnesota.

Perhaps I should say, happens to be a research chemist, for it was not entirely through design that he acquired this excellent position.

Brookins, like thousands of Negro youth, had aspired to be a doctor, not only because his father had been a physician, but because he had envisioned that only in such a profession could a Negro realize economic security and at the same time be free of the barriers so often present in our society to the employment of quali-

fed Negroes

Brookins had overlooked four important factors that were later responsible for his present position:

The first, an economic depression that subsequently showed its effect on the incomes of physicians, making it impossible for Brookins to continue his medical studies;

Secondly, an awareness that his true interest lay not in medicine,

but rather in research chemistry.

Thirdly, Brookins had discounted the changes in employment patterns occasioned by the St. Paul Urban League, which, over a period of years, has opened up over a hundred new job opportunities for qualified Negro youth.

Finally, Brookins did not know of the increasing number of employers who recognizing the need for using minority workers, have voluntarily consulted the League for assistance.

Good Record

Fortunately, Brookins did realize that only with training would there be a remote possibility of achieving his goal, so despite tremendous financial obstacles he enrolled, in 1941, at the Kansas State Agricultural College, where he spent one year before entering the armed services. His record with the 92nd Infantry was a good one, and the fact that he was awarded the Bronze Star Medal for heroism in combat was only added proof of his determination to do well any task.

Returning to his native state of Missouri, the full impact of a segregated school system which he had attended as a child struck him directly in the face. Fortified by the G. I. Bill, he was desirous of going into veterinary medicine. He found it impossible to obtain admittance because of his race.

After a frustrating experience of having his applications repeatedly denied in out-of-state universities because of residence requirements, he finally was accepted at the University of Minnesota, where he received his B.S. degree in 1948, with a major in biological chemistry and a minor in bacteriology. Cosmetics

Upon graduation, Brookins consulted the St. Paul Urban League, and Raymond Laboratories, a large industry specializing in ladies' cosmetics, was suggested. This firm,

(Continued on page 20, col. 2)

Urban League In Oakland Reports Many New Breaks On The Job Front

By SEATON W. MANNING (San Francisco Urban League)

In Oakland, California, the Negro population, of which has more than tripled in nine years, employment is the No. 1 concern of members of the Negro community, whether they are new-comers or old residents of long standing.

With the end of the war and the closing down of many of the shipyards in the area, the employment situation of Negroes has steadily deteriorated. As in many other places Negroes in Oakland have become aware of potential employment represented by the many retail stores and other consumer goods outlets in their city.

Unfortunately these employment opportunities as far as Negroes are concerned are still in the potential class. Despite the fact that Negroes are working successfully as sales personnel in department stores throughout the East, local merchants, generally, have thus far been unwilling to employ Ne-

gro sales help.

Some Exceptions

The exceptions to this general rule in Oakland are the Capitol Millinery and Crescent Jewelry. Clothing company, Sylvan Hersh company.

The Capitol Clothing company managed by Ed Rosenkrantz, has since its opening two years ago, employed Negroes in positions of menial capacities. As head of its responsibility and in other than sportswear Capitol employs Mrs. Mary Ellen Hicks. Mrs. Hicks not only sells, but also does the buying for her department. Rosenkrantz describes her performance as eminently satisfactory.

Other Negro employees of Capitol are Mrs. Leona Brown, account verifier and controller of office supplies, Mrs. Viola Russell, head of the alterations department, Miss Bernice Stanislaus who prepares merchandise for window displays and is an apprentice sales lady and Miss Frances Buchanan, in charge of the mail room.

At Sylvan Hersh Millinery Miss Helen Hicks (no relation to the Mrs. Hicks at Capitol) is a responsible "Jack of all trades." She is a combination cashier and sales girl, having in charge of merchandise distribution to other Hersh stores. Sylvan Hersh also employs four other Negro women sales capacities. Miss Hicks has been with Hersh's for five years.

Crescent Jewelry company, managed by Victor H. Graber, employs Miss Sue Tragle as supervisor sales lady of the silverware and costume jewelry. She has been with the firm for 15 months.



Mary Ellen Hicks points out the attractive qualities of a summer blouse for a customer. She is also a buyer for the store.



Helen Hicks shows a customer a ladies' slip in a new fabric style. She is in charge of merchandise distribution to other stores in the chain.

Being Negro And Good At His Trade Started Ernest A. Buchanan To Top

By MEL J. HUMPHREY (Milwaukee Urban League)



ERNEST BUCHANAN

Is color a stumbling block to success? Some might say yes, but rugged individuals like Ernest A. Buchanan made his color pay off.

Last December, Buchanan was walking the streets of Milwaukee looking for a job—any job—just so long as he could make a decent living and support his family. Out of sheer despair and on the advice of some of his friends, Buchanan finally turned to the Industrial Relations Department of the Milwaukee Urban League.

Buchanan, former college man, had specialized in drafting and electrical engineering in college. With these two qualifications to his credit, the Industrial Secretary placed Buchanan in the Pilot

Placement Project. (The Pilot Placement Project is designed to integrate semi-professional and technically trained Negroes into white firms. To be eligible for this project, an individual must have completed at least two years of college or trade school.)

A series of personal interviews with top personnel management of three large concerns were arranged for Buchanan. Of the three scheduled conferences, the Wisconsin Electric Company offered the best opportunity.

STIFF COMPETITION

Once the League had arranged these conferences and contacts for Buchanan, he still had to compete for a position on the same level as other interested parties.

He was interviewed by the Company, screened and tested for his

knowledge and skills in the electrical field. In all of his examinations, he ranked near the top. Finally he was one of three men called to duty during the middle of January as an Assistant Sub-Station Operator.

His responsibilities include the checking of meters, transferring electrical loads and the handling of high voltage equipment. Buchanan did not ask for any special favors.

He simply wanted the chance to compete with others. The rest is a matter of record.

Buchanan is no superman, nor is he a genius. Like hundreds of others, he went to school, worked at various jobs, and changed his place of residence in search of a better opportunity for supporting his family.

He was born in Nashville, Tenn., in 1917, and attended Lane College, at Jackson, Tenn. Then he went to Tuskegee, and later to Tuskegee Institute and Tennessee State At Lane, he majored in biology, studying electrical maintenance and drafting at Tennessee.

SERVED IN ARMY

When the war came, Buchanan entered the armed forces, and served as a supply clerk in the Quartermaster Corps. After the war, he came to Milwaukee where the growing manufacturing industries offered an outlet for his mechanical abilities. His first job was for the Allis-Chalmers company as a grinder. This was followed by a stint as a machine operator for the A. C. Smith company. At one time, Buchanan worked for the Tennessee Valley Authority, and takes pride in the fact that he was never fired from a job.

This is partly explained by Arnold Nielson, training director for the Wisconsin Electric Co. "Buchanan is one of the best men we've ever had the privilege of hiring. He is doing an exceptional job and is paving the way for others. We could use more Buchanans in our company."

Ex-Cabbie Proves White Customers Will Accept Capable Negro Salesman

By WESLEY R. BRAZIER (Los Angeles Urban League)



SHOWN CONGRATULATING JACK C. FORTSON for his success as a salesman is J. L. Winkler, District Salesmanager, Adohr Mink Co.

Jack C. Fortson, former cab driver and expert and a salesman applied to the Los Angeles Urban League for employment opportunities as a salesman.

The Industrial Relations Department of the Urban League has for some time realized the handicap it faces in breaking down barriers to employment due to its limited field staff.

Therefore, the department devised a system whereby after counseling prospective job seekers the latter, if capable of doing a selling job would be referred to those

firms on the League's list with closed doors to Negro applicants. You must say applicants are used to sell themselves.

Jack Fortson was directed to the Adohr Mink Company after a preliminary check had been made with this company's top personnel director.

Good Impression

The applicant was briefed on points which would be of interest to that particular firm. Mr. Fortson's dress, general appearance, fluent to get one of the branch offices and presentation were sufficient managers J. L. Winkler, to

consider his proposition.

Mr. Fortson was placed on the company's payroll as the first Negro route salesman and was given a week's training in the specialized school. At the completion of his training, he was given a new truck bearing the name Adohr Company.

Along with a supervisor, he was placed in an area which included members of various cultural groups. Up to this writing Mr. Fortson has successfully built up a route of which 30 per cent of his customers are of the Caucasian race. This dispels the theory that Negro salesman will not be accepted by white customers.

"Battling League"

(Continued from page 13)

It was then the League scored a great victory. The New York Telephone Company accepted the principle of racial integration and promptly established working relations with the League, asking its counsel and advice on all personnel problems.

Next, the International Railway Company swung to the League's side, working out a plan to gradually place Negro men and women on its streetcars and buses.

League Helped Select

Wherever possible, the League screened Negro employees selected for the new openings, insisting upon the principle of careful selection for the first hired.

The Negroes went to their new jobs. The doubting people held their breath and waited for the public to reject them as had been predicted they would.

Then, nothing happened.

Not one single incident occurred in any department store, chain-store or utility to prove the old hate theory that racial integration, particularly where the public is involved is impractical as a pub-

(Continued on page 21, col. 2)

It Got Plenty Tough For This Vet But Today He's Rated Top Pressman

By G. B. WINSTON (Springfield, Ill., Urban League)

It was a knowledge that it would not last long in those days of soaring prices.

Being married, his first concern was a job that paid sufficiently to support his wife and himself. The defense plants were closing down or converting to peacetime production, and Guard, like thousands of other GI's soon found himself up against it.

He applied for his servicemen's readjustment benefits, which his ex-GI pals said was joining the \$3-50 club, but accepting \$20 a week, which was inadequate, soon became distasteful to him.

Joined Urban League

Guard decided to try the Urban

League. The executive secretary told him the Springfield Urban League and the Foster Printing Co. had been planning for months to establish a school of printing, for GI's. There he, as an ex-serviceman could follow an on-the-job training program.

Enrolls in Course

The league official urged Guard to enroll for the 30 months course. Guard was not impressed at first but finally decided to try. When

he entered the Carver Trade School Guard found it to his liking and applied himself diligently for 30 months. When he graduated, he had mastered linotype operation, press operation, and type setting.

He worked for two months at the Foster Co., where the school is situated, and then decided he was ready to hold a job in any plant.

With the DEFENDER

Moving to Chicago, Guard found employment with the CHICAGO DEFENDER. While he was there he was discovered by the R. H. Donnelly and Sons Publishing Co., one of the largest publishing houses in the world. He is now a pressman for Donnelly in a

completely integrated setup—and is grateful for a little talk with George B. Winston, executive secretary of the Springfield Urban League.

"Barrier Breaker"

(Continued from page 6)

His present assignment, as producer of the popular "Views on the News" show, five nights a week with Commentator Dorothy Fuldheim, gives Moore the chance to combine his new background with the work which brought him a master of arts degree in theatre from the University of Iowa.

Moore is one of the handful of Negroes whose television jobs have amounted to more than sporadic appearances on TV variety bills. Equal footing

Probably no other pair of jobs could "spotlight" a Cleveland Negro as have Moore's jobs on the Press and at WEWS. In both, he has been accepted by fellow employees and the public on a completely equal footing as a competent workman.

Participating in a vocational clinic at Cleveland's Central high recently, Moore suggested that Negroes who want good jobs must first train for them, then work extra hard at them, and always be careful to expect no preferential treatment. Moore's own career is one of the best arguments for the advice he gives.

"Chemist's Chance"

(Continued from page 16)

cosmetics, was suggested. This firm, through the cooperation of the Urban League, has for several years hired Negro workers on its assembly lines, and in the past year, its personnel director, Charles Kneeland, has been an active member of the Industrial Committee of the St. Paul Urban League.

After conferences with the Urban League, Mr. Kneeland, who now has a deep conviction regarding the employment of Negro workers, employed Mr. Brookins

as a research laboratory assistant. After a period of six months, he was elevated to the position of research chemist, and he now has charge of bacteriological and animal testing of cosmetic materials. He has been warmly accepted by his associates, who speak highly of his skills.

Today, as Brookins relaxes with his charming wife, Betty, and 18-month-old daughter, he has a renewed faith in democracy and a firm belief that through organizations like the Urban League, despite the many barriers qualified Negro youth can make it.

"Topflight Technician"

(Continued from page 5)

Korngay called Dr. Simpson who confirmed Dr. McGraw's original opinion that Mrs. Green did not possess enough training for the job.

He did, however, state that if she would take special tissue work at Wayne University College of Medicine by the time she had finished he would be in a better position to talk about employment.

Prepares for Job

Mrs. Green encouraged by this ray of light in the employment picture studied for six months under the direction of Dr. Scott, now acting dean of the school.

Mrs. Green's progress in tissue work at Wayne was followed carefully by her professor Dr. Gordon H. Scott, who in turn kept Dr. Simpson informed about her. Heads Lab

It was only a short period after this that Dr. Simpson stated, "We are highly pleased with her recommendations, training and personality and will hire Mrs. Green to serve as the head of the histology laboratory."

A living story of perseverance and determination, Mrs. Green has at the present time completed more than one year of service with the Cancer Institute and when contacted for a statement was as modest as she was on her

(Continued on page 21, col. 3)

Judson H. McKinney Pushes Open Southern Doors To Sell Caskets

By NELSON C. JACKSON

(Southern Field Division, National Urban League)

Good casket salesmen are rare!

But a Negro casket salesman of any kind in the Southeastern section of the United States had never been heard of until Judson H. McKinney dreamed of the idea.

He took his dream to the Urban League office in Atlanta,

told them he had attended Morehouse and graduated from the Atlanta College of Mortuary Science in 1947. He pointed to his background in the undertaking business. McKinney was born in Elberton, Ga., where his father, Rev. A. R. McKinney, established a "Colored Undertakers' Society" during World War I. His brother, Rev. John R. McKinney, presently heads the McKinney and Tate Funeral Home in Elberton.

Next, McKinney huddled with the Atlanta College of Mortuary Science, Inc., and the Georgia and Alabama Funeral Directors Association. The counseling given by these three agencies armed McKinney so that he was able to batter open the door of the Toccoa Casket Company.

He was hired to cover the states of Georgia and Alabama.

Good Sales Record

McKinney has been sticking his best salesman's foot in mortuary doors for more than a year and a half and his sales record shows he has done a good job. He reports:

"It is interesting to note the changes of attitude of funeral directors frequently visited. Negro salesmen must prove, in a superlative degree, that they are as good or better than competitive salesmen."

More Negroes Needed

McKinney states that since he has been working, he has noticed advertisements in the newspapers requesting Negro applicants for similar positions.

"Here is a fertile field," McKinney points out, "because there are approximately a hundred funeral directors in Georgia, and a similar number in Alabama."



JUDSON M. MCKINNEY

"Battling League"

(Continued from page 19)

He relations policy or not good business.

Good, solid bricks had gone into the foundation of the Buffalo Urban League's employment building.

The post-war economy brought a new problem. Negroes were newcomers on jobs and had no seniority. Exceptions or favors could not be asked of either employers or trade unions.

Aircraft and munitions plants closed. Unemployment increased. There were few peacetime jobs requiring wartime skills. The Negro minority was hit hard.

It was during these dark days that the New York state legislature passed the Fair Employment Practices Act. Now, the industrial relations department, aided by legal backing, pushed open more and more industrial doors for Negroes. As a member of the Buffalo Council of the State Commission Against Discrimination, the League piled up most or all charges the Commission received. And about 87 per cent of the charges of discrimination are filed by Negroes.

Today, the League no longer needs to depend upon good will and persuasion to build its house of better employment. Now it can talk of good personnel practices, while it smilingly waves the state law as a big stick.

Integration is now largely a question of training and experience and Negroes moving slowly into the upper brackets of trades, professions and skills. Some of the trade unions, restrained from barring Negroes, have voluntarily offered their cooperation.

Promising Future

The house of fair employment which the Urban League and other agencies helped to build in Buffalo, is now a beautiful structure, embellished with bright and glowing promises of more economic opportunity for Negroes.

But behind the facade of this sample of occupational acceptance and advancement, in areas closed and sealed tight against Negroes until less than a decade ago, lies a vigorous story of historical struggle for Americans. It is an inspiring story. And the Buffalo Urban League is living it while it is being told.

"Topflight Technician"

(Continued from page 20)

first visit to the League's office and had only to say, "I love my work and would not change for anything. Is there any way that I can volunteer my services to the Detroit Urban League?"

Howard, Morehouse Grads Set Pace As 'Pilots' In Top Industrial Jobs

Two highly-trained young men now employed by the General Cable Corporation in junior managerial and assistant engineering posts represent the latest extension of a democratic hiring policy which has been practiced by this company for many years.

Charles M. Crenshaw and Edward L. Thompson are college graduates who qualified for General Cable's 1949-50 management training program.

These two men are typical examples of the applicants which the National Urban League is seeking to place through its "Pilot Placement" Project, in professional and highly-skilled positions in American industry and commerce. This program, with the cooperation of industry, seeks to place the qualified Negro worker at his highest skill in the right job.

The placement is accomplished so as to provide subsequent opportunities for the greatest possible number of Negro workers who will follow the original success of the 'pilot.'

'Pilot Placement'

Through the cooperation of General Cable and the Urban League both Crenshaw and Thompson were hired under this "Pilot

Placement" plan in July of 1949. Both were qualified for training on the basis of their college education and experience in the army during the last war.

Thompson was graduated from Howard university, Washington, D. C., with a degree in electrical engineering, and had been a radio operator with the army.

Crenshaw graduated in accounting from Morehouse college, Atlanta, Ga., took an advanced degree in business administration from the University of Chicago and was a chief line mechanic for a bomber squadron during the war.

Both men spent several months in on-the-job training at the General Cable plants, laboratories, and production departments as members of a selected group of management trainees. They were then assigned as permanent staff members of the organization.

Thompson is now an assistant standards engineer on the staff of the Director of Manufacturing, General Cable Corporation, at Perth Amboy, N. J.

Crenshaw is a junior industrial engineer serving as assistant to the

chief industrial engineer of the Rome, N. Y., plant, in rate setting, plant layout, job methods and cost analysis. These are duties for which each man began to prepare h'mself in college.

Both Crenshaw and Thompson are optimistic about their future with General Cable and the corporation is pleased with their aptitude and proficiency. So pleased, in fact, that more Negroes with similar experience have been employed by the corporation.

As Dwight R. G. Palmer, president of General Cable, states it, "these men support the wisdom of our continuing efforts to help break down discriminatory hiring practices in American industry. Hired on their merits alone, these men have proven themselves efficient, loyal employees. They have in them, and have further paved the way for the hiring of additional qualified members of their race."



AT WORK in rate setting and cost analysis is Charles M. Crenshaw at the Rome, N. Y. General Cable Corporation.



CHECKING CALCULATIONS is Edward L. Thompson at the Perth Amboy, N. J., General Cable Corporation plant.

THE URBAN LEAGUE MOVEMENT IS NATIONWIDE

There are 58 Leagues Located in the following cities

Akron, Ohio	Massillon, Ohio
Albany, N. Y.	Memphis, Tenn.
Anderson, Ind.	Miami, Fla.
Atlanta, Ga.	Milwaukee, Wis.
Baltimore, Md.	Minneapolis, Minn.
Boston, Mass.	Morristown, N. J.
Buffalo, N. Y.	Muskegon Hts., Mich.
Canton, Ohio	New Brunswick, N. J.
Chicago, Ill.	New Orleans, La.
Cincinnati, Ohio	New York, N. Y.
Cleveland, Ohio	Newark, N. J.
Columbus, Ohio	Oklahoma City, Okla.
Dayton, Ohio	Omaha, Neb.
Denver, Colo.	Phoenix, Ariz.
Detroit, Mich.	Pittsburgh, Pa.
Elizabeth, N. J.	Pontiac, Mich.
Englewood, N. J.	Portland, Ore.
Flint, Mich.	Providence, R. I.
Fort Wayne, Ind.	Richmond, Va.
Fort Worth, Texas	St. Louis, Mo.
Gary, Ind.	St. Paul, Minn.
Grand Rapids, Mich.	San Francisco, Cal.
Jacksonville, Fla.	Seattle, Wash.
Kansas City, Mo.	Springfield, Ill.
Lincoln, Neb.	Springfield, Mass.
Little Rock, Ark.	Tampa, Fla.
Los Angeles, Cal.	Warren, Ohio
Louisville, Ky.	Washington, D. C.
Marion, Ind.	White Plains, N. Y.

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